



Memorandum

TO: COMMUNITY AND ECONOMIC
DEVELOPMENT COMMITTEE

FROM: Lee Wilcox

**SUBJECT: HUMAN SERVICES COMMISSION
ANNUAL REPORT AND WORK PLAN**

DATE: October 13, 2020

Approved

Date 10/15/2020

RECOMMENDATION

Accept the Human Service Commission Annual Report (July 2019 - June 2020) and approve the Fiscal Year 2020-2021 Work Plan.

OUTCOME

Acceptance of the annual report will update the Community and Economic Development (CED) Committee on the Human Services Commission activities. The Commission work plan for Fiscal Year (FY) 2020-2021 will inform the Committee of priority topic areas that will be discussed by the Commission for potential policy recommendations relative to people with disabilities, immigrant rights, rights of essential workers, and implementing Council's Women's Bill of Rights.

BACKGROUND

The City Council created the Human Services Commission as a successor to the Human Rights Commission to discuss and make recommendations to the City Council related to human rights concerns. As a part of their official duties, the Commission is tasked with implementing the City's human rights policy and recommending programs that promote the fulfillment of human rights, including matters affecting discrimination based on race, ethnicity, national origin, disability, age, sex, marital status, sexual orientation, gender identity, or religion (San José Municipal Code (SJMC) §2.08.3030).

In addition to the above topics, on December 19, 2017, the City Council passed the Women's Bill of Rights (Ordinance No. 30055) and tasked the Human Services Commission with developing a Gender Analysis and Action Plan as a tool in determining whether the City is implementing the local principles of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). The City will pilot the implementation of a gender analysis with one or two departments and will support the participating department(s) in

developing an action plan that includes suggestions to enhance gender equity efforts and will separately provide recommendations on the efforts and resources required to apply a gender equity analysis citywide (SJMC §2.08.4940).

As part of their work, the Commission must report on their annual activities and receive approval for each year's work plan. The Rules and Open Government Committee designated the CED Committee to review that report and approve the work plan.

ANALYSIS

The Commission had a significantly constrained meeting calendar in the previous fiscal year due to a series of vacancies and the City Council decision to suspend Board and Commission meetings due to the COVID-19 pandemic. Due to these constraints, the Commission had only 3 meetings (August, September, and February) during the FY 2019-2020 and added a Special Meeting in July. With regards to quorum, the Commission made strides in 2020 to fill open seats so they will start the 2020-2021 fiscal year with a fully seated Commission.

The Commission made meaningful progress in the following areas in FY 2019-2020.

Women's Bill of Rights

In keeping with Council direction from January 2018, the Commission brought forward an updated version of the Women's Bill of Rights ordinance that includes language to clarify how the ordinance applies to individuals with non-binary gender and who are transgender. The Commission also voted in their February 2019 meeting to have specific Commissioners participate in the design of a Request for Proposal (RFP) based on the Request for Information (RFI) the Commission approved in 2018. That RFP closes for responses on October 16, 2020.

Juvenile Justice-Involved Youth with Disabilities

Commissioner Tiffany Maciel worked with a variety of external partners and had an interview each with staff from the Police, Planning, and Parks, Recreation and Neighborhood Services Departments to complete research and write a report on how the City of San José departments are serving our youth with disabilities who find themselves in the juvenile justice system. While the Commission was not able to meet sufficiently to approve the report in FY 2019-2020, the Commission has placed a vote for approval of the report on the October 2020 Commission meeting agenda.

FY 2020-2021 Work Plan

Following the duties of the Commission as laid out in the SJMC 2.08.3030, the Commission has developed the FY 2020-2021 Work Plan and approved it at their September 17, 2020 meeting.

Below is a summary of items:

1. Continued work on the Women's Bill of Rights implementation, focused on participating in the evaluation panel for and recommending to staff, a consultant to complete a \$50,000 Pilot Gender Equity Analysis in the Police Department, and receive updates from that consultant.
2. Investigating how to reinstate a Commission for People with Disabilities.
3. Exploring how the City can address the need to protect healthcare workers and the people they care for through creating a Respite Center and Safety Net for Healthcare Workers.
4. Providing the Commission with information on the Impact of COVID-19 on Domestic Violence Survivors in order to provide better recommendations to the City Council.

EVALUATION AND FOLLOW-UP

Staff will provide an additional update to the CED Committee in August 2021.

PUBLIC OUTREACH

This memorandum will be posted along with the October 26, 2020 CED Committee meeting agenda.

COORDINATION

This memorandum was coordinated with the City Attorney's Office.

CEQA

Not a Project, File No. PP17-010, City Organizational & Administrative Activities that involve no physical changes to the environment.

/S/
LEE WILCOX
Chief of Staff, Office of the City Manager

For questions, please contact Sabrina Parra-García, Executive Analyst, at (408) 535-8171.

Attachment A: Human Services Commission 2020-21 Work Plan